



August 9, 2007

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**APPROVAL OF NEW CLASSIFICATIONS AND SALARY
ADJUSTMENTS APPLICABLE ONLY TO LACERA (3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

Adopt the enclosed ordinance amending Title 6-Salaries of the Los Angeles County Code to establish new classifications and set salaries for designated LACERA personnel.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Section 1 of the ordinance provides for the addition of seven new employee classifications and salary ranges for these designated positions, applicable only to LACERA. The LACERA Boards of Retirement and Investments approved the new employee classifications and salary ranges for the three audit positions on February 15, 2007 and February 28, 2007; and the other four employee classifications and salary ranges were approved by the Board of Retirement and the Board of Investment on December 14, 2006 and January 10, 2007. In approving the new classifications and salary ranges, the LACERA Boards of Retirement and Investments considered the classification surveys, class studies and salary studies performed by outside consultants retained by LACERA.

Section 2 of the ordinance adjusts the salary range for a designated position, applicable only to LACERA. This adjustment was approved by the LACERA Boards of Retirement and Investments on February 15, 2007 and February 28, 2007, respectively, based on a reclassification study performed by Reward Strategy Group.

Section 3 of the ordinance provides for the number of ordinance positions for each of the additional employee classifications designated in Section 1.

Section 4 of the ordinance provides for additional compensation for designated LACERA employees who possess the following certifications: a valid Certified Public Accountant license issued by the state of California or a valid Certified Government Financial Manager certification issued by the Association of Government Accountants, a valid Certified Internal Auditor certification from the Institute of Internal Auditors or a valid Certified Information Systems Auditor certification from the Information Systems Audit and Control Association, a valid Certified Public Finance Officer certification from the Government Finance Officers Association, and a valid Certified Employee Benefits Specialist designation from the International Foundation of Employee Benefit Plans and the Wharton School of the University of Pennsylvania.

FISCAL IMPACT/FINANCING

Adoption of the enclosed ordinance will have no fiscal impact on the County of Los Angeles. The entire cost of administering the Retirement Association, including expenses associated with salaries and benefits, are a charge on the earnings of the retirement fund pursuant to Government Code Section 31580.2. There is no financing involved with this action.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Government Code Section 31522.1 authorizes the LACERA Boards to appoint personnel, and further provides such personnel "shall be county employees and shall be subject to the county civil service or merit system rules and shall be included in the salary ordinance or resolution adopted by the Board of Supervisors for the compensation of county officers and employees."

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Approval of this agenda item will not impact current services or projects.

CONCLUSION

The ordinance has been approved as to form by the County Counsel.

Respectfully submitted,



Gregg Rademacher
Chief Executive Officer

c: LACERA Board of Retirement
LACERA Board of Investments
Executive Officer, Board of Supervisors
Chief Administrative Officer
County Counsel
Director of Personnel
Auditor-Controller
SEIU, Local 721

Attachments:
Ordinance with Analysis

Salary Ord.Ltr to BOS 080807

ANALYSIS

This ordinance amends Title 6 – Salaries of the Los Angeles County

Code by:

- Adding and establishing the salary for seven (7) employee classifications, applicable only to LACERA.
- Adding the number of ordinance positions for the new employee classifications, applicable only to LACERA.
- Adjusting the salary range for the classification of Chief, Internal Audit, LACERA.
- Providing additional compensation for designated employees of LACERA only who possess the following professional certifications or designations:
 - Certified Public Accountant license issued by the State of California
 - Certified Government Financial Manager certificate issued by the Association of Government Accountants
 - Certified Internal Auditor certification from the Institute of Internal Auditors
 - Certified Information Systems Auditor certification from the Information Systems Audit and Control Association
 - Certified Employee Benefits Specialist designation from the International Foundation of Employee Benefit Plans and the Wharton School of the University of Pennsylvania

RAYMOND G. FORTNER JR.
County Counsel

By _____
Halvor S. Melom
Principal Deputy County Counsel
Labor & Employment Services Division

ORDINANCE NO. _____

An ordinance amending Title 6 – Salaries of the Los Angeles County Code relating to personnel of the Los Angeles County Employees Retirement Association (LACERA).

The Board of Supervisors of the County of Los Angeles ordains as follows:

Section 1. Section 6.28.050 is hereby amended to add the following classes:

Item No.	Classification	Date		Salary Schedule
<u>0779</u>	<u>Creative Coordinator, LACERA</u>	<u>7/1/07</u>		<u>96F</u>
		<u>1/1/08</u>	<u>NN</u>	<u>97E</u>
		<u>7/1/08</u>	<u>NM</u>	<u>97E</u>
<u>0782</u>	<u>Information Systems Manager I, LACERA</u>	<u>7/1/07</u>		<u>105F</u>
		<u>1/1/08</u>	<u>NN</u>	<u>106E</u>
		<u>7/1/08</u>	<u>NM</u>	<u>106E</u>
<u>0764</u>	<u>Internal Auditor, LACERA</u>	<u>7/1/07</u>		<u>91H</u>
		<u>1/1/08</u>	<u>NN</u>	<u>92G</u>
		<u>7/1/08</u>	<u>NM</u>	<u>92G</u>
<u>0762</u>	<u>Principal Internal Auditor, LACERA</u>	<u>7/1/07</u>		<u>104C</u>
		<u>1/1/08</u>	<u>NN</u>	<u>105B</u>
		<u>7/1/08</u>	<u>NM</u>	<u>105B</u>
<u>0772</u>	<u>Section Head, LACERA</u>	<u>7/1/07</u>	<u>N23</u>	<u>R9</u>
<u>0763</u>	<u>Senior Internal Auditor, LACERA</u>	<u>7/1/07</u>		<u>97L</u>
		<u>1/1/08</u>	<u>NN</u>	<u>98K</u>
		<u>7/1/08</u>	<u>NM</u>	<u>98K</u>
<u>0784</u>	<u>Senior Writer, LACERA</u>	<u>7/1/07</u>		<u>94E</u>
		<u>1/1/08</u>	<u>NN</u>	<u>95D</u>
		<u>7/1/08</u>	<u>NM</u>	<u>95D</u>

Section 2. Section 6.28.050 is hereby amended to change only the salary of the following position:

Item No.	Classification	Date	Salary Schedule	
0774	Chief, Internal Audit, LACERA	1/01/06	N23	R11
		4/01/07	N23	R12
		7/01/07	N23	R12
		1/01/08	N23	R12
		1/01/09	N23	R12

Section 3. Section 6.127.010 (Los Angeles County Employees Retirement Association) is hereby amended to add the following classes and number of ordinance positions:

Item No.	No. of Ordinance Positions	Title
<u>0779</u>	<u>1</u>	<u>Creative Coordinator, LACERA</u>
<u>0782</u>	<u>1</u>	<u>Information Systems Manager I, LACERA</u>
<u>0764</u>	<u>2</u>	<u>Internal Auditor, LACERA</u>
<u>0762</u>	<u>2</u>	<u>Principal Internal Auditor, LACERA</u>
<u>0772</u>	<u>6</u>	<u>Section Head, LACERA</u>
<u>0763</u>	<u>4</u>	<u>Senior Internal Auditor, LACERA</u>
<u>0784</u>	<u>1</u>	<u>Senior Writer, LACERA</u>

Section 4. Section 6.127.030 is hereby amended to read as follows:

6.127.030 Additional Information.

...

C. 1. In addition to any other compensation provided for in this code, any person employed at LACERA in one of the following classes who possesses a valid Certified Public Accountant license issued by the state of California or a valid Certified Government Financial Manager certification issued by the Association of Government

Accountants shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:

Title:	Item No.
Assistant Chief, Internal Audit, LACERA	0766
Assistant Division Manager, LACERA	0771
Chief, Internal Audit, LACERA	0774
Division Manager, LACERA	0773
<u>Internal Auditor, LACERA</u>	<u>0764</u>
Internal Auditor, LACERA	0765
<u>Principal Internal Auditor, LACERA</u>	<u>0762</u>
<u>Senior Internal Auditor, LACERA</u>	<u>0763</u>
Special Assistant, LACERA	0775

2. Any person employed at LACERA in the following classes who possesses a valid Certified Internal Auditor certification from the Institute of Internal Auditors or a valid Certified Information Systems Auditor certification from the Information Systems Audit and Control Association shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:

Title:	Item No.
Assistant Chief, Internal Audit, LACERA	0766
Assistant Division Manager, LACERA	0771
Chief, Internal Audit, LACERA	0774
<u>Internal Auditor, LACERA</u>	<u>0764</u>
Internal Auditor, LACERA	0765
<u>Principal Internal Auditor, LACERA</u>	<u>0762</u>
<u>Senior Internal Auditor, LACERA</u>	<u>0763</u>
Special Assistant, LACERA	0775

3. Any person employed at LACERA in the following classes who possesses a valid Certified Public Finance Officer certification from the Government Finance Officers Association shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:

Title:	Item No.
Assistant Chief, Internal Audit, LACERA	0766
Assistant Division Manager, LACERA	0771
Chief, Internal Audit, LACERA	0774
Division Manager, LACERA	0773
<u>Internal Auditor, LACERA</u>	<u>0764</u>
Internal Auditor, LACERA	0765
<u>Principal Internal Auditor, LACERA</u>	<u>0762</u>
<u>Senior Internal Auditor, LACERA</u>	<u>0763</u>

4. Any person employed at LACERA in the following classes who possesses a valid Certified Employee Benefits Specialist designation from the International Foundation of Employee Benefit Plans and the Wharton School of the University of Pennsylvania shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:

Title:	Item No.
Assistant Division Manager, LACERA	0771
Chief, Quality Assurance and Metrics, LACERA	0780
Division Manager, LACERA	0773
<u>Section Head</u> , LACERA	<u>0772</u>
Special Assistant, LACERA	0775
Supervising Administrative Assistant III, LACERA	0424

Section 5. Pursuant to Section 25123(f) of the Government Code, this ordinance shall take effect immediately upon final passage.

Legal/Salary Ord 071807